



Western Health

Memorandum of Agreement Between Western Health and Emergency Physicians 2011

This 2011 Memorandum of Agreement is between Western Health and the Emergency Physicians employed by Western Health. It is acknowledged that there are other relevant documents including:

- The Western Health (Specialist Emergency Physician) Certified Agreement 2005; and
- The Practitioner's individual contract of employment.

Where there is any inconsistency between a provision of this Memorandum and the Certified Agreement, this Memorandum shall prevail to the extent of any inconsistency (where the *Fair Work Act* allows). Where there is any inconsistency between a provision of the Memorandum and an individual Practitioner's contract of employment, the contract of employment shall prevail to the extent of any inconsistency.

Western Health will continue to engage with the Emergency Physicians on a collective basis and the terms and conditions contained within this Memorandum shall be offered to all new Emergency Physicians that Western Health employs.

The parties agree that the terms and conditions of this Memorandum will be reviewed not later than 31 December 2014.

The parties agree as follows:

Ordinary Hours of Work

- Ordinary hours of work will be 40 per week

Year Level	Base Salary
1	\$248,727
2	\$254,625
3	\$263,474
4	\$274,288
5	\$285,102
6	\$294,933
7	\$304,765
8	\$318,528
9	\$324,426
Deputy Director	Yr 9 plus individually negotiated allowance
Director	Yr 9 plus individually negotiated allowance

Base Salary excludes overtime, recall hours and the penalty component of weekend rates.

Weekends

- Each EFT Emergency Physician will work a maximum 22 Saturday and/or Sunday shifts per annum or as varied by mutual agreement.
- Emergency Physicians will work maximum 10 hour day shift and 9 hour evening shift or other arrangement by mutual agreement.

Spread of hours

- The ordinary hours shall be 0800 – 2400 provided that existing and new Emergency Physicians who wish to work from 0700 will need an Individual Flexibility Arrangement as outlined below.

Individual Flexibility Arrangement (0700 start)

- Individual flexibility arrangements require the consent of the individual Emergency Physician and Western Health and must genuinely be agreed to by both parties and detailed in a written agreement that is signed by both Western Health and the Emergency Physician.
- Western Health must ensure that the Individual Flexibility Arrangements result in the Emergency Physician being better off overall than they would have been without the agreement

Any individual flexibility arrangements made must include a clause for termination of the arrangement by either the Emergency Physician or Western Health giving written notice of not more than 28 days or at any time if Western Health and the Emergency Physician agree in writing to the Termination.

- A copy of the individual flexibility arrangement is to be given to the Emergency Physician within 14 days of it being agreed to and signed

Shift Length

- Unless by agreement between the Emergency Physicians and Western Health, Emergency Physicians will work 6-10 hour shifts with a maximum of one 6 hour shift and a maximum of one 10 hour shift per week, averaged over a 4 week cycle.

Rostering Clause

Western Health will aim for a minimum of 2 Emergency Physicians per shift as a matter of priority.

Roster System

- The parties will aim for the most efficient roster cycle to meet the needs of Western Health, its patients, and the Emergency Physicians. Rostering will remain the responsibility of Emergency Physicians in consultation with Western Health management.

Private Practice

- The Emergency Physicians are committed to exploring models of private practice with Western Health to determine arrangements acceptable to both parties.

Clinical Support Time

- Clinical support time will be provided at a minimum of 25% per emergency physician and minimum 50% per Director & 50% per Deputy Director.
- Western Health will provide sufficient clinical support time for the Directors of Emergency Medicine Training (DEMT) in order to meet college accreditation guidelines for Sunshine and Western Hospital Emergency Departments.

Consultative Committee

- A Western Health Emergency Medicine Consultative Committee will be established within six months of this Agreement being signed, to provide a formal framework, whereby both Western Health management and Emergency Physicians have an opportunity to express their views, exchange ideas and make representations and recommendations to the Western Health Executive about a broad range of issues affecting the organisation, its future and its staff.
- The committee is not intended to override or replace the direct lines of communication between management and staff.

Signed



Kathryn Cook, Chief Executive on behalf of Western Health

Date 09.12.2011